

# GWYNEDD COUNCIL CABINET



## Report to a meeting of Gwynedd Council Cabinet

**Date of meeting:** 25 Mehefin 2018  
**Cabinet Member:** Councillor Nia Jeffreys  
**Contact Officer:** Delyth G Williams, Equality and Policy Officer  
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**Title of Item:** Annual Equality Report 2018-19

### 1 THE DECISION SOUGHT

The Cabinet is asked to note and accept the information in the report.

### 2 THE REASON FOR THE NEED FOR A DECISION

The purpose of this report is to provide an update on the work that is ongoing in the field of equality as a result of the Strategic Equality Plan 2016-20, and more widely. The report is an accurate record of what has been done during the year.

It is also a statutory duty on the Council to complete an Annual Report and to note employment information each year (Equality Act 2010).

### 3 INTRODUCTION

In March 2016, the Council published its Strategic Equality Plan for the period of 2016-20 in order to reduce inequality between people who have equality characteristics and the rest of society. Those characteristics are:

- Age
- Gender reassignment
- Gender
- Race – including ethnic or national origin, colour or nationality
- Disability
- Pregnancy and maternity
- Sexual orientation
- Religion or belief - including lack of belief
- Marriage and civil partnership

(Equality Act 2010)

In the Strategic Equality Plan, the Council noted four objectives to work towards over the next four years. The objectives were chosen based on a variety of evidence including internal information, the voice and

participation of members of the public and data on equality characteristics. A fifth objective was added last year (the last in the list below), again on the basis of evidence.

The objectives are:

- Improve our arrangements to discover and use the opinion of people who share equality characteristics
- Improve our equality impact assessment arrangements
- Create circumstances for people from different backgrounds to represent the people of Gwynedd by standing in an election to become an elected member
- To identify any employment and pay inequalities and to take action to reduce them.
- Improve our information provision for people who do not use Welsh as English as a first language or need information in different formats

The document also includes an appendix which gives employment details according to protected equality characteristics.

#### **4 NEXT STEPS AND TIMETABLE**

Work is ongoing to to prepare the Strategic Equality Plan for 2020-24

#### **5 ANY CONSULTATIONS UNDERTAKEN PRIOR TO RECOMMENDING THE DECISION**

The Strategic Equality Plan's Equality Impact Assessment has been updated

#### **The Views of the Statutory Officers**

- i) Chief Finance Officer**  
Nothing to add from a financial propriety perspective
- ii) Monitoring Officer**  
The annual report reflects progress and gives an overview in this important area. Equality considerations have embedded in the Council's decision-making processes and this is to be welcomed in terms of propriety.